



State of California
Employment Training Panel

Training Proposal for:
Genesis Engineering Services, Inc.

Agreement Type: Small Business

Agreement Number: ET09-0272

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **San Francisco Bay Area**

Analyst: R. Jackson

CONTRACTOR:

- Type of Industry: Services:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - *California:* 41
 - *Worldwide:* 82
 - *Number to be trained:* 40
- Turnover Rate: 5%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Green Technology
- ETP Funding Amount: \$64,480
- In Kind Contribution: \$55,800
- Average Cost per Trainee: \$1,612
- Post Retention Wage: \$16.00
- Health Benefits: N/A
- Occupations to be Trained: Customer Service, Lab Technician, Warehouse Staff, Management
- Training Menu:
 - ☒ Business skills ☐ Literacy skills
 - ☐ Commercial skills ☐ Management skills
 - ☐ Computer skills ☒ Manufacturing skills
 - ☒ Cont. Improvement ☐ Other:
- Range of Hours: 8-70 Weighted Average: 62
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Santa Clara
- Union Representation: ☐ Yes ☒ No
- Subcontractor: ISOready of Martinez will provide Continuous Improvement training for a fee of \$8,000.
- Third Party Services: Quovus Incentives, Long Beach, \$3,500 for Development fees and Administrative services not to exceed 10% of payment earned.

INTRODUCTION

Genesis Engineering Services, Inc. (Genesis) is a consulting and service business in San Jose. Genesis faces out-of-state competition and qualifies for ETP funding in accordance with California Code of Regulations, Section 4416(d)(3). Furthermore, the company meets ETP's Priority Industry criteria set out in ETP's strategic plan and is a Small Business with fewer than 100 employees and may be considered a Clean Technology employer. Genesis qualifies for Clean Technology Priority Industry because a significant portion of the business activity involves collecting used electronic equipment internationally, safely moving it, and recycling what can be reused. Genesis also ensures the proper transport and disposal of waste products as required by law.

Genesis is engaged in four areas of business including: inventory control and asset security, shipping logistics, waste and environmental recycling, and equipment liquidation or recovery services. Representatives from Genesis state that industry trends and customers are demanding higher level certifications and in order to compete, the company must invest more in training staff than current budgets permit. ETP's assistance will enable the company to offer needed training to keep pace within its industry. The company represents that after the completion of quality and continuous improvement training, which is the primary focus of training, a high performance workplace culture will be established and maintained. Genesis represents ETP funds will not displace its existing financial commitment to ongoing training.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.